

Location: Onshore Aberdeen/London, opportunity for hybrid working

Salary: Competitive

Date Posted: Thursday, 25 June 2026

Closing Date: Thursday 16 July 2026

Subsurface Team Leader Opportunities

Serica Energy is currently recruiting for two Subsurface Team Lead opportunities within our Subsurface function – one supporting our Central North Sea (CNS) asset portfolio and one supporting our Southern North Sea (SNS) asset portfolio. Both roles offer the opportunity to lead high-performing multidisciplinary teams, influence key business decisions and play a critical role in maximising the value of our operated and non-operated assets.

While the responsibilities and leadership expectations are broadly aligned, each position will focus on a different part of our asset base. Candidates are welcome to apply for the opportunity that best matches their experience and interests by following the application process described below.

The Role

At Serica Energy, our subsurface teams play a critical role in maximising the value of our portfolio, ensuring safe, responsible operations and identifying opportunities that support long-term production and recovery. As Subsurface Team Lead, you will provide technical and people leadership across a significant part of our North Sea asset base, helping to shape the future performance of our fields. Leading an integrated team of Reservoir Engineers, Geologists, Geophysicists and Petrophysicists, you will be responsible for delivering the subsurface work programme, supporting ongoing operations and driving the identification and maturation of opportunities that enhance reserves, production and field value.

Working closely with Asset Managers and colleagues across Wells, Projects, Operations, Commercial and Finance, you will influence key technical and business decisions. Strong Communication will be essential as you build trusted relationships with internal stakeholders, joint venture partners and regulators.

You will foster a culture of Learning, encouraging technical excellence, collaboration and continuous improvement across the team. At the same time, you will promote Empowerment & Accountability, ensuring people have the clarity, support and ownership needed to deliver high-quality outcomes safely and efficiently.

Safety, integrity and compliance will underpin everything you do. Through sound reservoir management, robust assurance processes and effective stakeholder engagement, you will help ensure decisions are made with transparency, quality and Respect for both people and the business. Whether supporting production optimisation, reserves reporting, development planning or new opportunity generation, this is a highly visible leadership role with the opportunity to make a meaningful impact across Serica's portfolio.

What we are looking for in potential candidates

We are looking for an experienced technical leader who combines strong subsurface expertise with the ability to influence, develop people and deliver results through collaboration.

Leadership & Responsibilities

- Lead and develop a multidisciplinary subsurface team, creating an inclusive, high-performing environment
- Drive reservoir management activities that optimise production, recovery and long-term asset value.
- Champion safe, compliant and assured delivery of subsurface activities and decision-making
- Work across functions to progress development, intervention and optimisation opportunities from concept through execution.
- Build effective relationships with joint venture partners, regulatory bodies and wider stakeholders.
- Provide technical leadership and strategic input to forecasting, reserves management and business planning activities

Experience & Qualifications

- Degree in Petroleum Engineering, Reservoir Engineering, Geoscience or a related discipline.
- Extensive subsurface experience with a strong understanding of reservoir engineering, geology and field development.
- Proven experience leading integrated technical teams and delivering complex work programmes.
- Demonstrable track record in production optimisation, well interventions and development planning.
- Experience of reserves estimation and reporting, including SPE PRMS principles.
- Strong stakeholder management skills, with the credibility to influence across technical, commercial and operational functions.

Next Steps

If, having read the information above, you would be interested in a conversation to take things forward, the next step is to contact Lachlan.nicholson@orioneng.com at Serica's Recruitment Partner, The Orion Group.

Please note that applications for this role will be managed by our recruitment partner, the Orion Group. By submitting your application, you acknowledge that your personal data will be shared with and processed by Orion for the purposes of recruitment. For queries or to exercise your data protection rights, you can contact Orion at marketing@orioneng.com. Further information on how your data is used can be found in their [Privacy Policy](#).

JOB DESCRIPTION

Job Title:	Subsurface Team Lead – Central North Sea
Department:	Subsurface
Onshore/Offshore:	Onshore
Location:	London or Aberdeen
Reports to:	Subsurface Manager

Role Purpose	
Write a short description of the role below:	
<p>The Subsurface Team Lead is responsible for the direct day-to-day management of the subsurface work program for Serica’s Central North Sea and parts of the OBO portfolio. This includes (but is not limited to) supporting on-going operations, delivery of the existing subsurface workplan and the identification and maturation of short, medium and long term opportunities to maximise recoverable reserves. This is achieved by:</p> <ul style="list-style-type: none"> • Leading a subsurface team of mixed disciplines (RE, Geology, Geophysics and petrophysics) in addition to 3rd party consultants as required. • Responsible for all asset forecasting and reserves preparation • Identification and progression of new opportunities within existing production licenses (infills, well enhancement, well interventions etc) with a view to maintaining the Opportunity funnel • Direct link to the Asset Manager and responsible for production optimisation, well interventions, opportunity identification and day to day reservoir optimisation. • Leading regular reservoir management reviews to optimise production and provide guidance on well operating conditions. • Supporting business development and licence round activities • Interfacing with other disciplines (wells, projects, operations, commercial and finance) to ensure project assurance and corporate reporting procedures are adhered to. • Providing additional resource / support / Peer review on Serica’s other assets. • Acts as a key link between the Subsurface, Wells, Projects & Asset team to ensure quality assurance and project delivery across the Assets. • Ownership of subsurface relationship with counterparty JV partners 	

Areas of Responsibility	
Geographical Span:	Serica Assets - CNS
Budgetary Responsibilities:	Yes.
Direct Reports:	Geologists, Reservoir Engineers, Geophysicists and 3 rd party support (contractors) as needed.
Travel Required:	Occasional as required
Main Tasks	

Please note that this list of duties is not exhaustive and employees will be expected to undertake reasonable duties commensurate of their role and grade.

- Line responsibility for an integrated team of Reservoir Engineers, Geologists, Geophysicists and Petrophysicists. Management of 3rd party contract resource.
- Work with the Petroleum Engineering, Wells, Projects and Business teams to identify and progress short and longer term opportunities within the existing production licenses to maximise reserves and recovery.
- Management of an integrated subsurface work program as agreed with the Head of Subsurface & Asset Manager. Work with the Head of Subsurface and Hydrocarbon Maturation Lead to manage the Serica Opportunity portfolio and to ensure the highest value opportunities are taken forward for execution.
- Ensure all subsurface activities in the team follow Serica Assurance processes and OTV stage gates.
- Identification and management of additional resourcing needs as appropriate.
- Responsible for managing resource and reserves progression in accordance with Company standards (including annual audit cycle) and leads input into the Serica forecasting & business planning process.
- Responsible for regulatory submissions (such as Stewardship survey and production consents)
- Regular subsurface communications with JV partners and regulatory bodies. Representation in JV technical committees (Serica operated and non-operated) and industry forums
- Support Area Development Planning processes, and responsible for subsurface inputs to same.
- As needed due diligence on technical projects including modelling, drilling opportunities, exploration, acquisition opportunities (resourced internally or via third party contractors).
- Technical review of opportunities across the portfolio in accordance with project delivery assurance processes.
- Ensures robust data management practices and effective use of digital subsurface tools
- Late life reservoir management and decommissioning optimisation

Professional and Behavioural Skills, Educational Requirements

Professional Skills

Essential:	<ul style="list-style-type: none"> • Strong theoretical and practical background in Subsurface disciplines. • Good knowledge of industry-standard subsurface software for example: Petrel / Eclipse and Petroleum Experts suite (Prosper and GAP required, PVTp and MBal). • Experience leading the work program in an integrated team of subsurface professionals. • Proven track record of development well planning and delivery. • Proven track record of well intervention and production optimisation. • Proven track record of Reserves reporting to SPE PRMS standard • Strong understanding of well and completion construction and architecture. • Strong understanding of well and plant optimisation strategies and how they impact reserves and forecasting
Desirable:	<ul style="list-style-type: none"> • Experience managing and developing people. • Good awareness of latest industry innovations and technology • Good understanding of petroleum economics.

Behavioural Skills

Essential:	<ul style="list-style-type: none"> • Highly motivated goal-oriented professional who can set own challenging goals and has the drive to meet them. • Approachable, communicative, collaborative and entrepreneurial.
-------------------	--

	<ul style="list-style-type: none"> • Strong presentation and written reporting skills. • Ability to integrate & interface between multiple technical and commercial functions. • Working independently and under pressure and managing Team during complex operations. • Ability to manage confidential information with appropriate sensitivity. • Able to establish technical credibility internally and with external stakeholders.
Desirable:	<ul style="list-style-type: none"> • Coaching skills and capability development • Relationship building at all levels internally and externally
Education Requirements	
Essential:	<ul style="list-style-type: none"> • Degree in Petroleum Engineering, Reservoir Engineering or similar disciplines (Chemical engineering, Geoscience).
Desirable:	<ul style="list-style-type: none"> • Masters degree in Petroleum Engineering, Reservoir Engineering or similar discipline

JOB DESCRIPTION

Job Title:	Subsurface Team Lead – Southern North Sea
Department:	Subsurface
Onshore/Offshore:	Onshore
Location:	London or Aberdeen
Reports to:	Subsurface Manager

Role Purpose	
<i>Write a short description of the role below:</i>	
<p>The Subsurface Team Lead is responsible for the direct day-to-day management of the subsurface work program for Serica’s Southern North Sea and parts of the OBO portfolio. This includes (but is not limited to) supporting on-going operations, delivery of the existing subsurface workplan and the identification and maturation of short, medium and long term opportunities to maximise recoverable reserves. This is achieved by:</p> <ul style="list-style-type: none"> • Leading a subsurface team of mixed disciplines (RE, Geology, Geophysics and petrophysics) in addition to 3rd party consultants as required. • Responsible for all asset forecasting and reserves preparation • Identification and progression of new opportunities within existing production licenses (infills, well enhancement, well interventions etc) with a view to maintaining the Opportunity funnel • Direct link to the Asset Manager and responsible for production optimisation, well interventions, opportunity identification and day to day reservoir optimisation. • Leading regular reservoir management reviews to optimise production and provide guidance on well operating conditions. • Supporting business development and licence round activities • Interfacing with other disciplines (wells, projects, operations, commercial and finance) to ensure project assurance and corporate reporting procedures are adhered to. • Providing additional resource / support / Peer review on Serica’s other assets. • Acts as a key link between the Subsurface, Wells, Projects & Asset team to ensure quality assurance and project delivery across the Assets. • Ownership of subsurface relationship with counterparty JV partners 	

Areas of Responsibility	
Geographical Span:	Serica Assets - SNS
Budgetary Responsibilities:	Yes.
Direct Reports:	Geologists, Reservoir Engineers, Geophysicists and 3 rd party support (contractors) as needed.
Travel Required:	Occasional as required

Main Tasks

Please note that this list of duties is not exhaustive and employees will be expected to undertake reasonable duties commensurate of their role and grade.

- Line responsibility for an integrated team of Reservoir Engineers, Geologists, Geophysicists and Petrophysicists. Management of 3rd party contract resource.
- Work with the Petroleum Engineering, Wells, Projects and Business teams to identify and progress short and longer term opportunities within the existing production licenses to maximise reserves and recovery.
- Management of an integrated subsurface work program as agreed with the Head of Subsurface & Asset Manager. Work with the Head of Subsurface and Hydrocarbon Maturation Lead to manage the Serica Opportunity portfolio and to ensure the highest value opportunities are taken forward for execution.
- Ensure all subsurface activities in the team follow Serica Assurance processes and OTV stage gates.
- Identification and management of additional resourcing needs as appropriate.
- Responsible for managing resource and reserves progression in accordance with Company standards (including annual audit cycle) and leads input into the Serica forecasting & business planning process.
- Responsible for regulatory submissions (such as Stewardship survey and production consents)
- Regular subsurface communications with JV partners and regulatory bodies. Representation in JV technical committees (Serica operated and non-operated) and industry forums
- Support Area Development Planning processes, and responsible for subsurface inputs to same.
- As needed due diligence on technical projects including modelling, drilling opportunities, exploration, acquisition opportunities (resourced internally or via third party contractors).
- Technical review of opportunities across the portfolio in accordance with project delivery assurance processes.
- Ensures robust data management practices and effective use of digital subsurface tools
- Late life reservoir management and decommissioning optimisation

Professional and Behavioural Skills, Educational Requirements

Professional Skills

Essential:

- Strong theoretical and practical background in Subsurface disciplines.
- Good knowledge of industry-standard subsurface software for example: Petrel / Eclipse and Petroleum Experts suite (Prosper and GAP required, PVTp and MBal).
- Experience leading the work program in an integrated team of subsurface professionals.
- Proven track record of development well planning and delivery.
- Proven track record of well intervention and production optimisation.
- Proven track record of Reserves reporting to SPE PRMS standard
- Strong understanding of well and completion construction and architecture.
- Strong understanding of well and plant optimisation strategies and how they impact reserves and forecasting

Desirable:

- Experience managing and developing people.
- Good awareness of latest industry innovations and technology

	<ul style="list-style-type: none"> • Good understanding of petroleum economics.
Behavioural Skills	
Essential:	<ul style="list-style-type: none"> • Highly motivated goal-oriented professional who can set own challenging goals and has the drive to meet them. • Approachable, communicative, collaborative and entrepreneurial. • Strong presentation and written reporting skills. • Ability to integrate & interface between multiple technical and commercial functions. • Working independently and under pressure and managing Team during complex operations. • Ability to manage confidential information with appropriate sensitivity. • Able to establish technical credibility internally and with external stakeholders.
Desirable:	<ul style="list-style-type: none"> • Coaching skills and capability development • Relationship building at all levels internally and externally
Education Requirements	
Essential:	<ul style="list-style-type: none"> • Degree in Petroleum Engineering, Reservoir Engineering or similar disciplines (Chemical engineering, Geoscience).
Desirable:	<ul style="list-style-type: none"> • Masters degree in Petroleum Engineering, Reservoir Engineering or similar discipline